

JOINT SCHOOL COMMITTEE MEETING MINUTES

**Concord-Carlisle School Committee
Concord School Committee
June 3, 2026**

Present: Tracey Marano, CSC; Chair CCSC
Brian Waterson, Vice-Chair CCSC
Andrew Herchek, Chair CSC; CCSC
Lynette Kelleher, CCSC
Drew Magliozzi, CSC; CCSC
Sandeep Pisharody, CSC; CCSC
Michael Williams, CSC; CCSC
Michelle MacDougall, CSC METCO

Not Present: Ayesha Lawton, CCSC METCO

Present from Administration: Dr. Laurie Hunter, Superintendent of Schools
Robert Conry, Assistant Superintendent
Shelly Chin, Assistant Superintendent

I. CALL TO ORDER

Dr. Hunter called the meeting to order at 6:00 PM.

II. SEATING OF THE COMMITTEE AND ELECTION OF OFFICERS

A. Seating of the Concord-Carlisle School Committee Members – CCSC

Mr. Herchek moved and Mr. Waterson seconded the motion to recognize Andrew Herchek, Drew Magliozzi, Sandeep Pisharody, Tracey Marano, Michael Williams, as Concord members and Brian Waterson and Lynette Kelleher as Carlisle members of the Concord-Carlisle School Committee. Roll was taken: Herchek, aye; Kelleher, aye; Magliozzi, aye; Marano, aye; Pisharody, aye; Waterson, aye; and Williams, aye.

B. Election of Officers of the Concord-Carlisle School Committee – CCSC

Ms. Marano moved and Ms. Kelleher seconded the motion to elect Brian Waterson as Chair of the Concord-Carlisle School Committee. Mr. Magliozzi and Ms. MacDougall shared support of Mr. Williams in the role of Chair and Ms. Marano shared support for Mr. Waterson in the role of Chair. Mr. Williams and Mr. Waterson advocated for themselves, providing reasons why they would be the right candidate for the role of Chair.

Mr. Magliozzi moved and Mr. Williams seconded the motion to amend the motion and elect Michael Williams as Chair of the Concord-Carlisle School Committee.

Roll was taken: Herchek, nay; Kelleher, nay; Magliozzi, aye; Marano, nay; Pisharody, nay; Waterson, nay; and Williams, aye. The motion to amend failed.

The Committee returned to the original motion. Roll was taken: Herchek, aye; Kelleher, aye; Magliozzi, abstained; Marano, aye; Pisharody, aye; Waterson, aye; and Williams, abstained. Motion passed.

Mr. Magliozzi moved and Mr. Williams seconded the motion to elect Michael Williams as Vice Chair of the Concord-Carlisle School Committee.

Mr. Pisharody moved and Mr. Herchek seconded to amend the motion and nominate Tracey Marano as Vice Chair of the Concord-Carlisle School Committee, and then provided supporting reasons. Mr. Magliozi voiced concern over the lack of prior chair experience among other members in years to come. Roll was taken: Herchek, aye; Kelleher, aye; Magliozi, nay; Marano, aye; Pisharody, aye; Waterson, aye; and Williams, nay.

C. Election of Officers of the Concord School Committee – CSC

Mr. Herchek moved and Ms. Marano seconded the motion to elect Sandeep Pisharody as Chair of the Concord School Committee, sharing reasons why he felt Mr. Pisharody would be best for the role.

Mr. Magliozi moved and Mr. Williams seconded to amend the motion and nominate Michael Williams as Chair of the Concord School Committee. Mr. Williams shared his thoughts on the role. Roll was taken: Herchek, nay; Magliozi, aye; Marano, nay; Pisharody, nay; and Williams, aye. The amended motion failed.

Mr. Pisharody shared reasons to support why he should be Chair. The Committee returned to the main motion. Roll was taken: Herchek, aye; Magliozi, aye; Marano, aye; Pisharody, aye; and Williams, abstained.

Mr. Magliozi moved and Mr. Williams seconded the motion to elect Michael Williams as Vice Chair of the Concord School Committee.

Mr. Pisharody moved and Ms. Marano seconded a motion to amend the motion and elect Andrew Herchek as Vice Chair of the Concord School Committee, then sharing words in support of Mr. Herchek. Roll was taken: Herchek, aye; Magliozi, nay; Marano, aye; Pisharody, aye; and Williams, nay.

D. Appointment of School Committee Recording Secretary – CCSC

Ms. Marano moved and Mr. Pisharody seconded the motion to appoint Erin Higgins as Recording Secretary. Roll was taken: Herchek, aye; Kelleher, aye; Magliozi, aye; Marano, aye; Pisharody, aye; Waterson, aye; and Williams, aye.

E. Appointment of a Treasurer – CCSC

Ms. Marano moved and Mr. Herchek seconded the motion to appoint Allison Letizi as Treasurer of the Concord-Carlisle Regional School District. Roll was taken: Herchek, aye; Kelleher, aye; Magliozi, aye; Marano, aye; Pisharody, aye; Waterson, aye; and Williams, aye.

F. Liaison Assignments as noted.

Mr. Waterson discussed the timeline for finalizing liaison assignments and requested members submit their preferences to him by Friday, June 12, 2026. Liaison assignments discussed included Ms. Kelleher stepping down as CTA liaison; Mr. Herchek continuing until the dissolution of the CMS Building Committee; Ms. Marano continuing the Maisey O'Donnell Diving Centre project; Mr. Williams continuing as liaison on the DEI Commission; and Mr. Waterson preferring not to continue as liaison to the Financial Audit Advisory Committee.

III. RECOGNITIONS

A. CCHS Sunrise Club

CCHS Sunrise Club members shared a presentation that highlighted their successful efforts to pass a composting warrant article at the Concord Town Meeting. The student-led club

conducted extensive research, collaborated with community groups like Mothers Out Front, and engaged in local outreach to refine their proposal. The final motion, which passed by a 205 to 35 vote after debate, urges the Select Board to study the feasibility of a town-wide curbside composting program. Advisor Becky Meeks and Shelly Carlin were credited for their guidance helping club members professionalism, poise, and effective civic engagement. The CCHS Sunrise Club will continue the momentum by recruiting new members and expanding their impact through The MassEnergize Youth Climate Solutions Challenge

B. Concord Education Fund

Greg LeGault, Liz Colgan, Julia Elliott, and Lynda Ferrari from the Concord Education Fund presented a grant donation of \$64,732 to support innovative pilot programs across the school district. Celebrating its record-breaking season with 31 applications, the CEF successfully funded 17 initiatives across all elementary, middle, and high schools, targeting critical areas such as mental health, special education, and digital research technology. Despite a downward trend in traditional fundraising and sponsorships, CEF has found new success through creative community initiatives like Operation Celebration, Operation Graduation, lawn sign deliveries, and the popular high school parking spot raffle.

Mr. Pisharody recused himself from the discussion. Mr. Williams moved and Ms. Marano seconded the motion to approve the Concord Education Fund donation of \$64,732 as presented. Roll was taken: Herchek, aye for both; Kelleher, aye for region; Magliozzi, aye for both; Marano, aye for both; Pisharody, abstained; Waterson, aye for region; and Williams, aye for both.

IV. SUPERINTENDENT AND CHAIRS UPDATE

Dr. Hunter highlighted milestones and community celebrations wrapping up the school year including the Class of 2026 graduation ceremonies. Dr. Hunter shared the return of Q5 from June 12th to June 17th, an innovative four-day experiential learning program where the high school is transformed into an eclectic catalog of off-campus and on-campus workshops led by teachers, allowing freshmen through juniors to end their academic year with hands-on passion projects rather than final exams. Dr. Hunter also honored the dedicated educators and staff members retiring after making a profound, long-term impact on the school district.

Ms. Marano encouraged the new Chairs to attend the Zoom Chairs meeting on the third Wednesday of the month at 8:00 a.m.; she noted the proposed Select Board Town Meeting calendar has three meetings in one week in January; and the CCHS graduation was a wonderful celebration and she thanked the junior parents, custodial staff, and administrators who coordinated the event and the concurrent All Night Live festivities.

A. METCO Update

Ms. MacDougall highlighted two year-end events organized for the METCO students and their families including Saturday's semi-formal dinner to celebrate the fifth graders transitioning into the sixth grade, and an ice cream social hosted by METCO Family Friends at Alcott Elementary School, complete with a late wave bus to take students home.

V. CCHS STUDENT UPDATE

Mark Johnson and Evelyn Mudge shared end of the year activities at CCHS including the successful sold-out run of 9 to 5, a choral pops concert, the annual CCHS art exhibition, and junior and senior award nights. Seniors enjoyed a memorable senior clap out, prom at the

Boston Park Plaza, a showcasing of CTE student interns, and All-Night Live graduation trips to Kimball Farm and Six Flags. Looking ahead, the Girls Lacrosse team is advancing through state playoffs, students are excited for the upcoming Q5 experiential learning workshops and Mark Johnson and Maya Feloney were elected to the State Student Advisory Council.

VI. PUBLIC COMMENT

Cynthia Rainey, 80 Hunters Ridge Road Concord, invited the community to participate in the upcoming Concord Pride month celebrations, highlighting the hard work of the event organizers. The family-friendly festivities kick off Saturday in downtown Concord with a parade at 9:00 a.m., followed by a flag-raising ceremony at 10:30 a.m. Ms. Rainey encouraged residents from Concord and Carlisle to attend, noting the event is a local tradition and a day for the community to come together and celebrate.

Jen Morgan, 91 Riverside Ave., Concord, expressed gratitude to Principal Sparks and the staff for their handling of the school fire that displaced two of her children's classrooms. Drawing a parallel to the district's thoughtful response to that crisis, she advocated for that same student-centered intentionality be applied to educational technology and AI as her child transitions to CMS. Ms. Morgan supports the district's upcoming technology assessment and the Intentional Tech Coalition work, emphasizing progress relies on a partnership between families and schools to ensure technology is safe, age-appropriate, and purposeful.

VII. CONSENT AGENDA

- A. Warrants
- B. \$274.00 Anonymous Donation for Senior Week
- C. CCHS Trip to White Mountains October 16-18, 2026

Mr. Williams moved and Mr. Herchek seconded the motion to approve the Consent Agenda as presented. Roll was taken: Herchek, aye; Kelleher, aye; Magliozzi, aye; Marano, aye; Pisharody, aye; Waterson, aye; and Williams, aye.

VIII. CORRESPONDENCE

CCHS received correspondence on signage.

IX. DISCUSSION

- A. Maisey O'Donnell Diving Center Update

Ms. Marano introduced Betsy O'Donnell and Sandy Smith who shared an update on the Maisey O'Donnell Diving Center, a dry diving training facility attached to the Beede Centre. They requested support and permission to stripe six replacement parking spaces on the CCHS campus to fulfill zoning requirements because the facility's construction displaces six existing spots in the lower parking lot. Mr. Smith stated the proposed plan was vetted by police and fire departments, avoids adding impervious surfaces, and leaves current student parking unaffected. The approval of six new parking spaces clears a hurdle for C.C. Pools to finalize their design and proceed with the town permitting process later this month.

Ms. Marano moved and Mr. Williams seconded the motion to approve the required six parking spaces at the Maisey O'Donnell Center. Roll was taken: Herchek, aye; Kelleher, aye; Magliozzi, aye; Marano, aye; Pisharody, aye; Waterson, aye; and Williams, aye.

- B. School Improvement Plans 2026-2027

Alcott Elementary Principal Naomi Krakow shared an update on the school's improvement

plan. Next year's goals focus on deepening multi-year initiatives rather than introducing a new curriculum. A primary focus is advancing EL Education into year two: teachers in cohort two will implement the program with the support of experienced peers, while cohort one teachers will expand their instruction to cover all four embedded modules to meet every grade-level standard. Cohort one will also utilize the curriculum's embedded assessments to directly drive instruction, a step that was difficult during the initial rollout. Principal Krakow plans to refine the master schedule to balance the literacy blocks required by EL with a multi-tiered system of supports and small-group foundational skills instruction driven by universal data. Principal Krakow concluded that the EL rollout has successfully fostered a culture of voluntary peer observation and collaboration across the school.

Thoreau Elementary Principal Justin Sparks shared an update on the school's improvement plan, which emphasized a commitment to staff and student well-being. To address teacher stress and burnout indicated in a Panorama survey, Thoreau formed an ad hoc wellness committee to organize community-building events, including coffee treat cards, a flower arranging class, and an appreciation breakfast for educational support professionals. For Tier 1 student social-emotional learning, Thoreau implemented a revised Open Circle curriculum during morning meetings to teach emotional regulation and relationship building, supporting the rollout with a train-the-trainer model. For students requiring targeted MTSS interventions, the school piloted open office hours where teachers consult directly with the mental health team for classroom strategies. Principal Sparks shared additional highlights, including phase two of a natural, accessible playground project, reopening green spaces and soccer fields, and executing a swift, cooperative recovery effort to relocate classrooms following the recent fire.

Retiring Principal Matt Lucey introduced incoming Willard Elementary Principal Stephanie Nephew and then shared the Willard school improvement plan. Principal Lucey focused on strategic goal number three, which centers on fostering an inclusive culture through structural teamwork and community support. He praised the cohesive work of the DEIB leadership teams across the district and noted the effectiveness of district-wide cultural competency training in making critical topics digestible for elementary staff. Principal Lucey added that a new structured special education administrative team has significantly improved student transitions between schools, bolstering parental confidence and reducing anxiety.

Concord Middle School Principal Justin Cameron shared that while 200 eighth graders were away on the Washington, D.C. trip; a student was invited by the state to showcase their civics action project at the DCU Center. Principal Cameron shared highlights from the school improvement plan, including a commitment to Tier 1 instruction by integrating UDL principles to offer students multiple pathways to success. Progress in Tier 1 will be continually vetted through professional development and regular data-monitoring meetings utilizing assessments. Under student well-being and mental health, CMS is recommitting to its Positive Behavioral Interventions and Supports initiative to celebrate positive student behavior aligned with the school's core values of compassion, motivation, and self-awareness. To measure the impact of these improvements, Principal Cameron plans to establish a strict cadence for analyzing Panorama survey data to identify clear areas of growth and support across the student body.

CCHS Co-Principals Brian Miller and Katie Stahl presented highlights from the CCHS school improvement plan. The plan emphasized expanding student-driven interdisciplinary learning by making the popular *Twice Told Tales* course a full-year offering; embedding AP Environmental Science and AP Language directly into the Rivers and Revolutions program; and continuing the teacher-coaching partnership with the Lavinia education consultant group.

To foster an inclusive culture, CCHS plans to hold quarterly joint meetings for its expanding array of student affinity groups, which are increasingly collaborating internally and networking with neighboring districts. Next year, CCHS will introduce a concurrent enrollment program with Middlesex Community College to help students earn college credits at CCHS, and roll out multi-tiered reading and math supports for ninth and tenth grades to build a foundational baseline of independence.

C. 2026-27 Student Handbook First Reading

Dr. Hunter introduced upcoming changes to the student handbook for a first reading, stating a vote will not take place until the June 16th meeting. Dr. Hunter emphasized the necessity of aligning the handbook's logistical and policy changes with DOJ recommendations and introducing a comprehensive new AI policy framework. Because certain policy updates, such as AC, AC-R, and JICK, require a second reading and an official vote before the final handbook can be approved, CCHS school administrators will use this time to finalize a few campus-specific references to ensure complete alignment.

D. Hate and Bias Working Group update

Mr. Pisharody stated the group has not met since the last report but is scheduled to meet next week to finalize a presentation for the Select Board on June 22nd. Mr. Williams advocated for making this topic a standing agenda item to monitor the bias climate across school campuses, pointing to regional goals and the district's DOJ agreement through 2027. A brief discussion was held on the importance of tracking school culture and student belonging, and the committee's governance boundaries. Mr. Waterson proposed discussing the matter with Mr. Pisharody to determine how best to proceed.

E. Technology Use in Schools

Dr. Hunter presented an update on the evolving educational technology and AI roadmap, outlining a master plan divided into two primary initiatives. First, Ms. Chin will lead a district technology committee composed of staff to focus on internal data collection and curriculum integration, addressing the need among teachers and students for clearer AI guidelines. Second, to bridge the gap between the schools and the broader community, the district will launch a mixed-representation technology committee modeled after the sustainability and antisemitism coalitions; this group will consist of parents, teachers, administrators, students, and a school committee representative to facilitate deep, fact-based discussions. Dr. Hunter added initial leadership conversations with the Intentional Technology Coalition were collaborative, and the group agreed to meet a few times a year. Over the summer and fall, Dr. Hunter will compile these educational technology and AI goals into a comprehensive package.

F. Non-Union Increases FY27

Ms. Marano moved and Mr. Pisharody seconded the motion to approve 3% COLA for all Non-Union workers in FY27 as presented. Roll was taken: Herchek, aye for both; Kelleher, aye for region; Magliozzi, aye for both; Marano, aye for both; Pisharody, aye for both; Waterson, aye for region; and Williams, aye for both.

G. Amenities Building Update

Mr. Conry is working with Gale Associates to post the Amenities Building project on the state bidding website, with bids due by July 17th. Because the project exceeds \$1.5 million, the district must issue a Request for Services to hire an Owner's Project Manager firm to oversee the upcoming construction phase. The OPM firm will take over for retired facilities director Russ Hughes, who stayed on to assist with the initial design. Since the project is slated to run through the winter toward a spring completion date, the timeline will require one or more

brief, virtual school committee meetings over the summer to formally approve both the OPM selection and the final construction bid award.

X. EXECUTIVE SESSION

Mr. Herchek moved and Mr. Pisharody seconded the motion that the Concord School Committee and Concord-Carlisle Regional School Committee will enter into Executive Session under Purpose 3 of Open Meeting Law: to discuss strategy with respect to collective bargaining with the K-12 Administrative Assistants, K-12 Maintenance, and CTA ESP. Roll was taken: Herchek, aye; Kelleher, aye; Magliozzi, aye; Marano, aye; Pisharody, aye; Waterson, aye; and Williams, aye.

X. ADJOURNMENT

The meeting was adjourned at 9:02 pm.

Respectfully submitted,
Barbara Gilmore

Approved: September 9, 2026

Abbreviations:

CCHS Concord-Carlisle High School
CCRSB Concord-Carlisle Regional School District
CCSC Concord-Carlisle Regional District School Committee
CCTA Concord-Carlisle Teachers' Association
CMS Concord Middle School
CMSBC Concord Middle School Building Committee
CPC Community Preservation Committee
CPS Concord Public Schools
CSC Concord School Committee
DEIB Diversity, Equity, Inclusion and Belonging
FINCOM Finance Committee
LEAP Learning Executive and Academic Processes
MTSS Multi-Tiered System of Supports
PD Professional Development
SC School Committee
SEPA Special Education Parent Advisory Council
WRAP Writing, Reading, and Academic Processes
YRBS Youth Risk Behavior Survey